

CHAPTER 1  
GENERAL PROVISIONS

**621—1.1(20) Construction and severability.** These rules shall be liberally construed to effectuate the purposes and provisions of the public employment relations Act. If any provisions of these rules are held to be invalid, it shall not be construed to invalidate any of the other provisions of these rules.

**621—1.2(20) General agency description.** The purpose of the public employment relations board established by the Public Employment Relations Act is to implement the provisions of the Act and adjudicate and conciliate employment related cases involving the state of Iowa and other public employers and employee organizations. For these purposes the powers and duties of the board include, but are not limited to, the following:

Determining appropriate bargaining units and conducting representation elections.

Adjudicating prohibited practice complaints and fashioning appropriate remedial relief for violations of the Act.

Adjudicating and serving as arbitrators regarding state merit system grievances and grievances arising under collective bargaining agreements between public employers and certified employee organizations.

Providing mediators, fact finders and arbitrators to resolve impasses in negotiations.

Collecting and disseminating information concerning the wages, hours, and other conditions of employment of public employees.

Assisting the attorney general in the preparation of legal briefs and the presentation of oral arguments in the district courts and the supreme court in cases affecting the board.

**621—1.3(20) General course and method of operation.** Upon receipt of a petition or complaint, the board may assign an administrative law judge to process the case. The board may determine that the petition or complaint is without basis and dismiss it without further proceedings. Petitions and complaints not dismissed are assigned for a hearing before either an administrative law judge or the board, unless the procedures for informal settlement described in these rules are followed. The administrative law judge or the board will conduct a hearing on the complaint or petition and issue a decision and order. The decisions of administrative law judges are appealable to the board, and final orders and decisions of the board are appealable to the district court under the administrative procedure Act.

**621—1.4(20) Method of obtaining information and making submissions or requests.** Any person may obtain information from, make submission to, or make a request of the board by writing to Chairperson, Iowa Public Employment Relations Board, 514 East Locust Street, Suite 202, Des Moines, Iowa 50309.

**621—1.5(20) Petition for adoption of rules.** Any person may petition the board for the adoption of a rule. Such petition shall be in writing and shall include:

**1.5(1)** The name and address of the person requesting the adoption of the rule;

**1.5(2)** A statement of the proposed rule;

**1.5(3)** A statement of why the rule is being proposed for adoption. Within 60 days of the board's receipt of the proposed rule, the board shall either deny the petition in writing, stating its reasons for the denial or shall initiate rule-making proceedings in accordance with Iowa Code chapter 17A.

**621—1.6(20) Definitions.**

**1.6(1)** "*Act*" as used in these rules shall mean the public employment relations Act, Iowa Code chapter 20.

**1.6(2)** “*Board*” as used in these rules shall mean the public employment relations board. No official board action may be taken without the concurrence of at least two members of the board; provided, however, that when for compelling reasons only two members hear an appeal of a proposed decision in a contested case and the two members do not concur, the result shall be affirmation of the proposed decision. The board, in its discretion, may delegate to board employees duties which the Act does not specifically require be performed by the board.

**1.6(3)** *Petitioner—complainant—respondent—intervenor.*

- a. “*Petitioner*” means the party filing a petition under Iowa Code section 20.13 or 20.14.
- b. “*Complainant*” means the party filing a complaint under Iowa Code section 20.11, alleging the commission of a prohibited practice.
- c. “*Respondent*” means the party accused of committing a prohibited practice.
- d. “*Intervenor*” means a party who voluntarily interposes in a proceeding with the approval of the board or administrative law judge.

**1.6(4)** “*Party*” as used in these rules shall mean any person, employee organization or public employer who has filed a petition or complaint under the Act or these rules; who has been named as a party in a complaint, petition or other matter under these rules; or whose motion to intervene has been granted by the board.

**1.6(5)** “*Impasse item*” means any term which was a subject of negotiations and proposed to be included in a collective bargaining agreement upon which the parties have failed to reach agreement in the course of negotiations, except as provided for in 6.1(20). Failure of the parties to agree upon impasse procedures shall not constitute an impasse item or compel implementation of impasse procedures.

**1.6(6)** “*Impasse procedures*” means either the procedures set forth in Iowa Code sections 20.20, 20.21 and 20.22 or any procedures agreed upon by the parties pursuant to Iowa Code section 20.19 which are designed to result in a binding collective bargaining agreement.

**621—1.7(20) Computation of time.** Time periods established by these rules shall be computed pursuant to Iowa Code section 4.1(22).

**621—1.8(20,279) Fees of neutrals.** Qualified fact finders, arbitrators and teacher termination adjudicators appointed from a list maintained by the board may be compensated by a sum not to exceed \$475 per day of service, plus their necessary expenses incurred.

These rules are intended to implement Iowa Code chapters 20 and 279.

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